

MEMORANDUM OF  
UNDERSTANDING BETWEEN  
THE UNITED FACULTY OF CENTRAL WASHINGTON  
UNIVERSITY AND  
CENTRAL WASHINGTON UNIVERSITY

Faculty Compensation for  
Faculty-Led Education Abroad Programs

The purpose of this Memorandum of Understanding between the United Faculty of Central Washington University ("UFC") and Central Washington University ("CWU") is to memorialize an agreement reached between the parties modifying the 2013-2017 Collective Bargaining Agreement ("CBA").

Recital

1. There is currently no provision in the CBA addressing faculty compensation for CWU faculty-led education abroad programs.
2. Both parties see the need to clarify and provide provisions for compensating faculty-led education abroad program faculty.

Agreement

Now, therefore, the parties agree as follows:

Program Coordination

The Office of International Studies and Programs ("OISP") and departments/colleges shall collaborate on all faculty-led education abroad programs.

- OISP shall be the primary administrator for all faculty-led education abroad programs.
- Faculty compensation shall be the responsibility of the department/college in which the course(s) is/are housed.

#### Compensation/Workload Units (“WLU”)

Faculty will be compensated in accordance with Article 16 – Compensation and Benefits in the 2013-2017 collective bargaining agreement.

Compensatory workload units will match the faculty-led education abroad program student credit hours. (Example: For a course listed as 3 student credit hours, faculty member(s) will be compensated for 3 workload units.) The total workload units for the course will be divided amongst the faculty member(s) teaching the particular faculty-led education abroad program.

In addition, faculty members will receive the following workload unit(s) for program preparation and student supervision while on the program, to be divided amongst the faculty members participating in the particular faculty-led education abroad program:

- 1 workload unit – less than a two week program;
- 2 workload units – two week to less than a four week program;
- 3 workload units – four week, or longer program.

Faculty salary is subject to proration, using the same process as is outlined in the Summer

Session Salary Proration Policy, Appendix C to the 2013-17 Collective Bargaining Agreement.

Travel

Associated travel costs and per diem will be paid in accordance with CWU travel regulations.

This Memorandum of Understanding shall remain in effect until midnight August 31, 2017, and shall be attached to the current Collective Bargaining Agreement.

Approved and effective on the date last signed below.

FOR CENTRAL WASHINGTON  
CENTRAL UNIVERSITY

FOR THE UNITED FACULTY OF  
WASHINGTON UNIVERSITY

*WKA*

*James L. Gaudino for*  
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James L. Gaudino  
President, CWU

*Roxanne Easley*  
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Roxanne Easley  
President, UFC

*6/24/15*  
\_\_\_\_\_  
Date

*6/22/15*  
\_\_\_\_\_  
Date